**AGREEMENT** 

BETWEEN

THE BOROUGH OF HAWORTH

AND

P.B.A. LOCAL 206 (Haworth Unit)

for

JANUARY 1, 1991 TO DECEMBER 31, 1992

THIS AGREEMENT, made this S day of Cycle, 1992, pursuant to negotiations by and between the Borough of Haworth, herein "Borough"; and P.B.A. Local 206, (Haworth Unit), herein "P.B.A.".

WHEREAS, the parties entered into an agreement dated July 6, 1988, covering the terms and conditions of employment of the members of the P.B.A.; and

WHEREAS, the parties were unsuccessful in negotiating a successor contract; and

WHEREAS, the P.B.A. filed for binding interest arbitration; and

WHEREAS, the arbitration culminated in an Arbitrator's Award by Arbitrator John M. Stochaj, dated March 14, 1992;

NOW, THEREFORE, the parties agree that the agreement dated July 6, 1988, be and is hereby amended as follows:

### ARTICLE I

That <u>Article V - Base Annual Salaries</u> be and is hereby amended as follows:

## Article V - Base Annual Salaries

The Base Annual Salaries for the years 1991 and 1992 are set forth in Appendix "A".

## ARTICLE II

That <u>Article XIX - Insurance</u> be and is hereby amended and supplemented with new paragraph e as follows:

## Article XIX - Insurance

. . .

e. The Borough shall provide a dental plan covering each employee who is a member of the P.B.A. effective May 1, 1992.

## ARTICLE III

That <u>Article XX - Personal Days</u>, paragraph b be and is hereby amended as follows:

## Article XX - Personal Days

. . .

b. Three (3) personal days each year shall be available to each officer during the years 1991 and 1992.

## ARTICLE IV

That <u>Article XXIII - Term of Agreement</u> be and is hereby amended as follows:

## Article XXIII - Term of Agreement

The term of this agreement shall be from January 1, 1992 through December 31, 1992. If a successor agreement is not executed by December 31, 1992, then this agreement shall continue in full force and effect until a successor agreement is executed, after negotiations controlled by the PERC Statute and applicable rules.

## ARTICLE V

All other provisions of the agreement dated July 6, 1988, between the parties shall remain in full force and effect.

IN WITNESS WHEREOF the parties have caused the signatures of

above.	
ATTEST:	BOROUGH OF HAWORTH
Ann E. Fay, Borough Clerk	By: O Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z
ATTEST:	P.B.A. Local 206 (Haworth Unit)  By: Widen of Miletan Care
	By: William & Kunger Patienmen

their duly authorized officers to be affixed the day first written

## APPENDIX A

SALARY SCALE

Salaries for 1991 and 1992 are hereby established as follows:

	Effective 1/1/91	Effective 1/1/92
Patrolman		
During 1st year 2nd year 3rd year 4th year 5th year and therafter	\$24,162.40 27,533.39 30,264.79 33,512.65 41,964.38	\$25,612.15 29,185.40 32,080.68 35,523.41 44,482.25
Sergeant	44,997.00	47,696.82
Lieutenant	46,375.00	49,157.50
Starting Patrolman*	15,900.00	16,854.00

<sup>\*</sup>Starting Patrolman - until graduation from the Academy at which time he is at the Patrolman, 1st year step until the first year of service has been completed (including the time spent at the Academy).

CLASSIFICATION: EMC 1

## JOB TITLES IN EMC 1:

Vicinage Chief Probation Officer

## COMPENSATION SYSTEM:

January 1, 1990 and 1991: Five per cent (5%) added to base

salary of previous calendar year

July 1, 1990 and 1991: Lump sum payment of \$250 (not added

to base salary)

CLASSIFICATION: EMC 2

JOB TITLES IN EMC 2:	SALARY RANGE
Assistant Trial Court Administrator Case Manager Vicinage Assistant Chief Probation Officer	EMC 2C EMC 2C EMC 2C
Principal Probation Officer I	EMC 2B
Chief Clerk, Special Civil Part Director, Comprehensive Justice Center Judicial Accounts Manager	EMC 2A EMC 2A EMC 2A
Principal Probation Officer II	EMC 2A

### COMPENSATION SYSTEM:

January 1, 1990: \$2,000 added to December, 1989, base salary

July 1, 1990:

Placement onto the Judicial Executive Management Compensation Plan, a 12-step range-and-step system. Step placement governed by a minimum increase of \$1,000 to the January 1, 1990 base salary.

Step One of each salary range on the July 1, 1990, Compensation Plan is the figure developed for the CWA Judicial Compensation Plan (i.e., Step One of Range A equals Range 33, Step One of the 1990 CWA system; Step One of Range B equals Range 34, Step One of the 1990 CWA system; Step One of Range C equals Range 40, Step One of the 1990 CWA system).

Step increments on EMC 2 equal \$1,500.

Employees whose January, 1990, salaries are higher than Step 12 of EMC 2 or who are placed on Step 12 of EMC 2 and receive less than a minimum increase of \$1,000 to their January 1, 1990, base salary receive a lump sum payment of \$500; this payment is not added to the base salary.

Page 2 EMC 2

Compensation System - Cont'd.

January 1, 1991:

The range-and-step system increases by five per cent (5%). Employees whose July, 1990, base salaries are higher than Step 12 shall receive a five per cent (5%) increase to their base salary.

July 1, 1991:

Employees who receive a performance evaluation rating of satisfactory shall advance one step on the system. Step increments equal \$1,575.

Employees who are on Step 12 in January, 1991, or whose salaries are higher than Step 12 shall receive a lump sum payment of \$788. This lump sum payment shall not be added to the base salary and will be awarded upon a performance evaluation rating of satisfactory. The \$788 lump sum payment represents the net sum received for a step increment by employees whose placement on their range is Step 11 or below.

	G	В	A	RANGE	凶
(Formerly CWA Range 40)	\$1,500	\$1,500 \$31,863 \$33,363 \$34,863 \$36,363 \$37,863 \$39,363 \$40,863 \$42,363 \$43,863 \$45,363 \$46,863 \$48,363	\$1,500 \$30,964 \$32,464 \$33,964 \$35,464 \$36,964 \$38,464 \$39,964 \$41,464 \$42,964 \$44,464 \$45,964 \$47,464 (Formerly CWA Range 33)	RANGE INCREMENT	EMC 2
A Range 40	\$37,256 \$38,756 \$40,256 \$41,756 \$43,256 \$44,756 \$46,256 \$47,756 \$49,256 \$50,756 \$52,256 \$53,756	\$31,863 A Range 34	\$30,964 A Range 33	1	
	\$38,756	\$33,363 )	\$32,464 )	2	
	\$40,256	\$34,863	\$33,964	ယ	
	\$41,756	\$36,363	\$35,464	4	
	\$43,256	\$37,863	\$36,964	5	
	\$44,756	\$39,363	\$38,464	6	Steps
	\$46,256	\$40,863	\$39,964	7	
	\$47,756	\$42,363	\$41,464	8	
	\$49,256	\$43,863	\$42,964	9	
	\$50,756	\$45,363	\$44,464	10	
	\$52,256	\$46,863	\$45,964	11	
	\$53,756	\$48,363	\$47,464	12	

# 1991 JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

c	В	≯	RANGE	X
\$1,575	\$1,575	\$1,575	RANGE INCREMENT	EMC 2
\$39,119	\$33,456	\$32,512	<b>;1</b>	
\$39,119 \$40,694 \$42,269 \$43,844 \$45,419 \$46,994 \$48,569 \$50,144 \$51,719 \$53,294 \$54,869 \$56,444	\$33,456 \$35,031 \$36,606 \$38,181 \$39,756 \$41,331 \$42,906 \$44,481 \$46,056 \$47,631 \$49,206 \$50,781	\$32,512 \$34,087 \$35,662 \$37,237 \$38,812 \$40,387 \$41,962 \$43,537 \$45,112 \$46,687 \$48,262 \$49,837	2	
\$42,269	\$36,606	\$35,662	ω	
\$43,844	\$38,181	\$37,237	4	
\$45,419	\$39,756	\$38,812	5	St
\$46,994	\$41,331	\$40,387	6	Steps
\$48,569	\$42,906	\$41,962	7	
\$50,144	\$44,481	\$43,537	æ	
\$51,719	\$46,056	\$45,112	9	
\$53,294	\$47,631	\$46,687	10	
\$54,869	\$49,206	\$48,262	11	
\$56,444	\$50,781	\$49,837	12	

CLASSIFICATION: EMC 3

JOB TITLES IN EMC 3:	JUDICIAL SALARY	RANGE
Administrative Analyst	21	
Administrative Clerk	15	
Administrative Secretary	20	
Arbitration Administrator	21	
Assignment Clerk/Calendar Coordinator	21	
Court Aide	7	
Intake Intern	13	
Judge's Secretary	20	
Jury Manager	18	
Municipal Court Liaison	28	
Research Analyst	21	
Secretarial Assistant/Steno	16	
Senior Accountant	28	
COMPENSATION SYSTEM:		
The compensation system developed with	CWA, Local 1044,	for

The compensation system developed with CWA, Local 1044, for organized Judicial employees shall serve as the compensation system for confidential and managerial employees of the Judiciary whose job titles are assigned to EMC 3.

JANUARY 1, 1990:	All steps on the 1989	Burlington County
	Judicial Compensation	Plan increase by

JULY 1, 1990:	All employees having a minimum of eleven months of continuous, full-time employment by June 15, 1990, shall advance one step on the compensation system, based upon receiving a performance evaluation rating of satisfactory. Employees at or above
	Step 17 shall receive the increment for
	their range as a lump sum payment, which
	is not added to their base salary.

JANUARY 1, 1991:	All steps on the Burlington County Judici	al
	Compensation Plan increase by \$1,150.	

JULY 1, 1991:	All employees having a minimum of eleven months of continuous, full-time employment by June 15, 1991, shall advance one step on the compensation system, based upon receiving a performance evaluation rating
	of satisfactory. Employees at or above
	Step 17 shall receive the increment for
	their range as a lump sum payment, which
	is not added to their base salary.

2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	moz∍⊐
504 532 532 546 644 644 647 647 701 701 701 701 701 701 701 701 701 70	INCR
11189 112312 12312 12436 13436 13436 14560 15121 15245 16807 17930 18492 19034 19616 20178 20178 20178 224825 224825 224826 23548 24110 24672 25571 26470 27369 27369 29166 30966 31863 32762	STEPS
11693 12283 12873 12462 14642 15232 15232 15232 16412 17002	N
12197 12815 14433 14451 14651 15287 15287 1578 117141 117758 118376 118376 118376 120230 20848 22702 23320 234556 22702 25772	ω
12701 13347 14639 1593 1593 17869 18915 17869 18915 17869 18915 17860 21160 221726 223726 224730 224730 224776 225682 226726 226726 22726	4
13205 13879 14553 14553 15227 15201 17200 17224 18598 19272 21946 212946 21294 22643 22643 227362 28716 2871	ن. ن
13709 114411 115815 115815 117220 17722 18624 19327 20731 221336 221336 221433 221336 22544 22544 227051 24744 257051 27	D-
14212 14943 17673 17640 177844 17844 17844 17844 17844 17854 220785 221516 22246 223707 23403 20280 210280	7
14716 15475 16233 17596 17596 17596 18507 20025 22301 22301 22301 22301 224374 22631 22631 22631 22631 22631 22631 22631 22631 22631 22631 2364 2364 2364 2364 2364 2364 2364 2364	œ
15220 16007 16793 17966 18966 19939 20726 221512 22299 23872 24659 226232 27623 2762	40
15724 16539 18963 18963 19797 20612 21427 22241 223056 23870 26314 277129 27712	10
16228 17071 18754 19595 20442 21128 22127 223813 224655 224655 224655 224655 226341 27183 28024 28024 28025 28026	<b>=</b>
16732 17603 18474 19345 20215 20215 21986 21987 224369 224369 226052 26052 26052 26052 26052 260665 31536 31	ž
17236 18135 19034 19933 20932 21730 22528 22427 25328 26723 27822 28922 28922 27822	13
17740 19567 19567 29521 20521 224229 225156 226083 226083 227910 279791 28864 234425 334425 3442	14
18244 20154 221109 223019 223019 224929 227705 2277	15
18748 20714 20714 21697 21669 226613 226613 22796 22796 22796 227976 227079 207079 207	16
19252 21274 21274 22286 22286 23297 24308 25319 26331 29364 31375 31375 31375 31460 33460 33460 34460 34460 34460 34460 34460 3460 3	17

		, .	, , <i>,</i>							*.		۰.						_					١									_			_	
35 1		_	<u>.</u>		_	_	_				_	_	_					5		ü								СŘ	4	ш	N		O 2	23	> A	1
583			403																641	813	785	757	729	701	672	644	919	588	560	532	504	INCR				
	32114		30316	28519	27620													19642	19090	18519	17957	17395	16833	16271	15710	15148	14586	14024	13462	12901	12339	_	STEPS			
34551 35495	33607	32663	31719	29832	29888	27944	27000	26410	25820	25230	24641	24051	23461	22871	22281	21691	21101	20511	19921	19332	18742	18152	17562	16972	16382	15792	15202	14612	14023	13433	12843	O				
36088	35100	34111	33122	31145	30156	29167	2817B	27560	26942	26324	25706	25088	24470	23852	23234	22416	21998	21380	20762	20144	19526	606BI	18291	17673	17055	16437	1.5819	15201	14583	13965	13347	ш				
37625	36592	35559	34505	32457	31424	30390	29356	28710	28064	27418	26772	26126	25480	24834	24188	23542	22876	22250	21603	20957	20311	19665	19019	18373	17727	17081	16435	15789	15143	14497	13851	4				
39164	38085	37006	35928	33770	32692	31613	30534	29860	29186	28512	27838	27164	26489	25815	25141	24467	23793	23119	22444	21770	21094	20422	19748	19074	18400	17725	17051	16377	15703	15029	14355	U;				
40701 41825	39578	38454	37331	35083	33960	32836	31713	31010	30308	29606	28903	26201	27499	26797	26094	25392	24690	23988	23285	22563	21881	21179	20477	19774	19072	18370	17667	16965	16263	15561	14859	٥				
43407	41070	39902	38733	36396	35226	34059	168ZE	32160	31430	30700	29969	29239	28509	27778	27048	26318	25587	24857	24127	23396	22666	21935	21205	20475	19744	19014	18284	17553	16823	C4091	15362					
43777	42563	41350	40136	37709	36496	35282	34069	33310	32552	31793	31035	30277	29518	28760	28001	27243	26484	25726	24968	24209	23451	22692	21934	21175	20417	19659	18900	18142	17383	16625	15866	œ				
45314 46573	44056	42797	41539	39022	37764	36505	35247	34460	33674	32887	32101	31314	30528	29741	28955	28168	27382	26595	25809	25022	24236	23449	22662	21876	21089	20303	19516	18730	17943	17157	16370	4				
46852 48155	45949	44245	47947	40335	39032	37728	36425	35610	34796	33981	33166	32352	31537	30723	2990B	29093	28279	27464	26650	25835	25020	24206	23391	22577	21762	20947	20133	19318	18503	17689	16874	10				
48390 49738	47041	45693	44345	41649	40300	38951	37603	36760	<b>B16</b> CE	35075	34232	33389	32547	31704	30861	30019	29176	<b>EEE8</b> 2	27491	26648	25805	24963	24120	23277	112434	21592	20749	19906	19064	18221	17378	11				
49927 51320	48534	47141	45747	42961	4156B	40174	38781	37910	37040	36169	33298	34427	33556	32686	31815	30944	30073	29202	28332	27461	26590	25719	24849	2397B	23107	22236	21365	20495	19624	18753	17882	12				
51465 52903	50027	48588	47150	44274	42836	41397	99959	39060	38161	37263	36364	35465	34566	33667	32768	31869	30970	30072	29173	28274	27375	26476	25577	24678	23779	22880	21982	21083	20184	19285	18386	13				
54486	51519	50036	48553	45587	44104	42620	41137	40210	39283	38356	37429	36502	35575	34649	33722	32795	89816	30941	30014	29087	28160	27233	26306	25379	24452	23525	22598	21671	20744	19817	18890	14				
54540 56068	53012	51484	49956	46900	45372	43843	42315	41360	40405	39450	38495	37540	36585	35630	34675	33720	32765	31810	30855	29900	28945	27990	27034	26079	25124	24169	23214	22259	21304	20349	19394	15				
57651	54505	52932	51359	48213	46640	45067	43493	42510	41527	40544	1996E	38578	37595	36611	35628	34645	33662	32679	31696	30713	29729	28746	27763	26780	25797	24814	23831	22847	21864	20881	19898	16				
59233	55997	54380	52762	49526	47908	46290	44672	43660	42649	41638	40627	39615	38604	37593	36582	35570	34559	33548	32537	31525	30514	29503	28492	27481	26469	25458	24447	23436	111424	21413	20402	17				

CLASSIFICATION: Hourly

## JOB TITLES IN THE HOURLY CLASSIFICATION

JUDICIAL SALARY RANGE

Assistant Secretary to The Assignment Judge (Judge's Secretary)

20

Court Aide

7

## COMPENSATION SYSTEM

The hourly rate for employees paid by the hour increases annually on January 1st of each calendar year. The hourly rate is based upon Range 1, Step 1 of the 1990 Burlington County Judicial Compensation Plan for the employee's job title.

The hourly rate is calculated as follows:

Step 1 of the appropriate range is divided by the number of working days in the calendar year (i.e., usually 261 working days); the resulting figure is divided by 8 (i.e., hours in the working day). The resulting figure represents the employee's hourly rate.

0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ா எ
532 540 540 644 672 701 757 785 813 841 729 729 729 729 729 729 729 729 729 729	INCR
11751 12312 12474 13496 13998 14560 15121 16245 17960 17939	STEPS
1289 1289 1287 14642 14642 14642 1582 16412 17502 17592 18182 17592 18182 17592 18182 17592 18131 22341 22341 224080 24080 25250 26794 27738 277	N
12197 13433 14459 15287 15287 15287 16*23 16*23 177141 177758 118376 118975 120848 220848 221466 223702 223702 223702 224576 225792 227028 207028 207	ω
11270 113947 113947 114639 15931 17931 17931 17931 17931 17957 17957 19957 20453 221100 21140 22392 224330 221746 224976 225684 226976 2269776 2269776 22697	4
1320 14553 15227 15227 15227 16575 17924 18598 119272 19272 19272 19272 19272 19272 19272 19272 19272 19273	α.
13709 15411 15113 15815 16517 17220 17922 18624 19327 220029 221133 22133 22133 22133 224944 23549 237051 27	٥
14212 15473 15403 17134 17134 171364 17925 20005 20785 20785 22707 221707 221707 221437 221437 22168 226628	7
14716 16473 16233 16993 17750 18009 19267 20023 20023 22039 23334 226831 226831 226831 229127 229127 23346 23346 23346 231402 23140 231402 23140 23	ω
15220 16793 17980 19153 19153 19939 20726 21512 23872 24459 254459 27623	•0
15724 16539 18168 18767 20612 21427 22241 23056 23870 24685 25300 263129 27723 31202 32016 32831 33831	10
17914 17914 18756 19559 20442 21284 22127 224655 224655 225498 226341 27183 228025 28025 28025 29711 27183 27111 30554 31397 32239 33082 33082 34768 3	. 11
116732 118474 19345 20215 20216 21957 22828 23698 24569 24569 221957 27182 28052 28052 28072 280	12
117236 19034 19933 20832 21730 22427 22528 22528 22522 22522 22722 228722 228722 228722 228722 23416 234315 34415 34515	13
11740 118667 119594 20521 221375 223302 224229 225156 227010 227010 227791 2364425 336479 34425 336279 34425 336279 34425 3442	14
18244 20154 20154 20154 20164 20019 20019 20019 27795 27795 27795 20060 27795 20060 27795 20060	ü
18748 118748 118731 20714 221697 226817 226613 226613 207566 207576 207576 207576 21527 22512 234478 23478 2347	16
19252 21274 21286 22286 23227 24308 26331 26331 27342 263353 27342 33442 33442 33442 34443 35443 37434 41448 41448 41448 41449 42510 43522 451612 536465 536465	17

ម្ល	រ	32	31	30	29	ač,	27	26	29	24	23	22	į.	50	19	8	17	16	15	14	Ξ.	12	=	10	Ą	В	7	٥	ú	4	ப	N	1r	เกร	د :	ਙ	
1583			_		_	1268		117B				_	_		981							785					644						NCR				
33912	32114	31215	30316	29418	28519	27620	26721	25822	25260	24698	24137	23575	23013	22451	21869	82E12	20766	20204	19642	08041	16519	17957	17395	16833	16271	15710	15148	14586	14024	13462	12901	12339	_	STEPS			
35495	33607	32663	31719	30775	29832	86882	27944	27000	26410	25820	25230	24641	24051	23461	22871	18222	21691	21101	20511	19921	19332	18742	18152	17562	16972	16382	15792	15202	14612	14023	13433	12843	Ŋ				
3608B 37077	35100	34111	33122	32133	31145	30156	29167	2817B	27560	26942	26324	25706	25088	24470	23852	23234	22416	21798	21380	20762	20144	19526	18909	18291	17673	17055	16437	15819	15201	14583	13965	13347	ω				
37625	36592	35559	34525	33491	32457	31424	30390	29356	28710	28064	27418	26772	26126	25480	24834	24198	23542	22894	22250	21403	20957	20311	19663	19019	18373	17727	17081	16435	15789	15143	14497	13851	4				
39164 40242	38085	37004	35928	34849	33770	32692	31613	30534	29860	29186	28512	27838	27164	26489	25815	25141	24467	23793	23119	22444	21770	21094	20422	19748	19074	18400	17725	17051	16377	15703	15029	14355	U				
40701 41825	39578	38454	37331	34207	35083	33960	32836	31713	31010	30308	29606	28703	28201	27499	26797	26094	25392	24690	23788	23285	22583	21891	21179	20477	19774	19072	18370	17667	16965	16263	15561	14859	٥				
43407	41070	39902	38733	37565	36396	35228	34059	32871	32160	31430	30700	29969	29239	28509	27778	27048	26318	25587	24857	24127	23396	22666	21935	21205	20475	19744	19014	18284	17553	14823	16093	15362	. 7				
43777 44990	42563	41350	40136	38923	37709	36496	35282	34069	33310	32552	31793	31035	30277	2951B	28760	10082	27243	26484	25726	2496B	24209	23451	22692	21934	21175	20417	19659	18900	18142	17383	16625	15866	<b>a</b>				
45314 46573	44056	42797	41539	40281	39022	37764	36505	35247	34460	33674	32887	32101	31314	30528	29741	28955	28168	27382	26595	25809	25022	24236	23449	22662	21876	21089	20303	19516	18730	17943	17157	16370	9				
46852 48155	45549	44245	42942	4163B	40335	39032	37728	36425	35610	34796	33981	33166	32352	31537	30723	B0882	29093	28279	27464	26650	25835	25020	24206	23391	22577	21762	20947	20133	19318	18503	17689	16874	10				
48390 4 <b>973</b> 8	47041	45693	44345	42996	41648	40300	38951	37803	36760	3 <b>5918</b>	35075	34232	33389	32547	31704	30861	30019	29176	28333	27491	2664B	25805	24963	24120	23277	22434	21592	20749	19906	19064	18221	17378	1 1				
49927 51320	48534	47141	45747	44354	42961	41568	40174	38781	37910	37040	36169	35298	34427	33556	32686	21815	30944	30073	29202	28332	27461	26590	25719	24848	23978	23107	22236	21365	20495	19624	18753	17882	11 [2]				
51465 52903	50027	48588	47150	45712	44274	42836	41397	39959	39040	38161	37263	36364	35465	34566	33667	32768	31869	30970	30072	29173	28274	27375	26476	25577	24678	23779	22980	21982	21083	20184	19285	18386	13				
53003 54486	51519	50036	48553	47070	45567	44104	42620	41137	40210	39283	38356	37429	36502	35575	34649	33722	32795	31868	30941	30014	29087	09182	27233	26306	25379	24452	23525	22598	21671	20744	19817	18890	14				
54540 54068	53012	51464	49956	48428	46900	45372	43843	42315	41360	40405	39450	38493	37540	36585	35630	34675	33720	32765	31810	30835	29900	28943	27990	27034	24079	25124	24169	23214	22259	21304	20349	19394	ij				
56078 57651	54505	52932	51359	49786	48213	46640	45067	43493	42510	41527	40544	19561	36578	37595	36611	33628	34645	33662	32679	31696	30713	29729	28746	27763	26780	25797	24814	23831	22847	21864	20881	19898	16				
57615 59233	55997	54380	52762	51144	49526	47908	46290	44672	43660	42649	41638	40627	39615	38604	37593	36582	35570	34559	33548	32537	31525	30514	29503	28492	27481	26469	25458	24447	23436	22424	21413	20,402	17				